

Facts About the DEOMI Leadership Team Awareness Course (LTAC)



BACKGROUND

The Defense Equal Opportunity Management Institute (DEOMI), located at Patrick Air Force Base, Florida, is a Department of Defense (DOD) Joint Activity which provides selected human relations, diversity, and equal opportunity/equal employment opportunity (EO/EEO) training for

senior leaders. One of these courses is the Leadership Awareness Course (LTAC).

DEOMI's Director of Senior Leader Training (DEL) manages the LTAC program. This program is designed to allow senior leaders serving in key organizational positions an opportunity to explore evolving human relations and EO/EEO issues and gain an understanding of their impacts upon unit cohesion and mission effectiveness. Beginning with how values and prejudices are formed and acted out, the course raises senior leader awareness of personnel dynamics and incorporates participants' personal and professional experiences in solving organizational issues. Participants are encouraged to bring real-world issues and problems to the table, give and receive feedback, and discuss the impact of their personal behaviors on others, the group, and on larger organizational systems.

Attending together or separately, this 40-hour course is designed for senior officers (commanders and key staff/department heads from senior O-3s to O-6s), senior enlisted advisors (E7 to E9), and civilian leaders (GS 9 to 15). The LTAC agenda is drawn from a standard topic list which includes: Socialization and Values, Communication, the ISMs (Racism, Sexism, Extremism), Conflict Management, Dynamics of Power, Institutional Discrimination, System/Victim Focus, Diversity, Affirmative Action, Command Assessment, Religious Diversity, EO/EEO Issues, and Action Planning. These topics are discussed on the following page. The training methodology is interactive lectures, video presentations followed by discussions, case study and scenario solving, and facilitated action planning.

ATTENDANCE

The LTAC is conducted at Patrick Air Force Base and each Service and the U.S. Coast Guard receive class quotas through the Army Training Requirements and Resources System (ATRRS), School Code 210, Course Number DD-1512-0004. **Contact your Major Command or Service POC (see reverse) for a course seat.** However, with coordination, the 5-day course can be conducted locally by a mobile training team. The requesting organization is responsible for funding all travel and per diem costs for team members. The MTT composition is four military instructor/facilitators.

TO REQUEST A LTAC MTT

To schedule a MTT or get more information contact the Directorate of Scheduling at DSN: 854-1707/com (321) 494-1707, fax DSN 854-3108/ (321) 494-3108 or forward the request to the:

Defense Equal Opportunity Management Institute/DES
366 Tuskegee Airmen Drive, Building 352
Patrick Air Force Base, FL 32925-3399

COURSE	CY 2005 DATES
05P	10 - 14 January 05
05Q	28 Feb - 4 March 05
05R	21 - 25 March 05
05S	16 - 20 May 05
05T	20 - 24 June 05
05U	22- 26 August 05
05V	24 - 28 October 05
05W	5 - 9 December 05

TRAINING TOPICS

- Socialization. Explores the socialization process and the relationship between the development of values, attitudes, stereotypes, prejudices, and discrimination.
- Communicating Across Differences. Explores the impact of the communication process on organizational effectiveness. Examines the challenges associated with communication between people who are different.
- ISM's. Identifies the various "ISMs" and how they are manifested. Explores how "ISMs" contribute to the development of discrimination and their impact on an organization's cohesiveness. Explores the activities of extremists in the military and their impact on military readiness and unit cohesion.
- Dynamics of Power. Examines the relationship between power and discrimination. Both formal and informal bases of power are discussed along with their relationship to individual and institutional discrimination.
- Institutional Discrimination. Explores the conceptual foundation of institutional discrimination. Identifies the factors that contribute to the development of institutional discrimination as well as its implications for an organization.
- Victim/System Focus. Identifies factors that promote blaming the victim and a victim-centered approach to problem solving. Explores ways to employ a system-focused method of problem solving.
- Conflict. Explore conflict management concepts, approaches, and techniques.
- Religious Diversity. Gain insight into the meaning of religion and how it shapes values and practices. Explore the concept of religious accommodation.
- EO/EEO Issues. Examines evolving and contemporary EO/EEO issues and provides leaders an opportunity to explore innovative solutions for resolving them.
- Command Assessment. Explores methods to assess command climates, behaviors and unit trends.
- Capitalizing on Diversity. Explores various diversity definitions. Identifies the conceptual stages to achieving an inclusive organization. Explores the challenges of leading and managing a diverse work force. Defines affirmative action and identifies common misperceptions regarding affirmative action. Explores the use of affirmative action in an organization.
- Action Planning. Development and discussion of strategies to address human relations challenges that affect your organization.

LEADERSHIP TEAM AWARENESS COURSE (LTAC) CY 2005 STUDENT QUOTAS → ATTRS CODE:		SERVICE	Service Points of Contact: DSN / Email
	Course # 05P - 05W	ARMY	MSG Krumpos: 426-5214 robert.krumpos@hqda.army.mil
	052 - 059	ARMY GUARD	SFC Carter: 854-5381 carter.rayfield@patrick.af.mil
ARMY	12	ARMY RESERVE	Mr. Crumpton: 367-9248 joe.crumpton@usarc-emh2.army.mil
ARMY RESERVE	2	AIR FORCE / AIR GUARD & AIR FORCE RESERVE	Ms. Hadlock: 487-6540 lisa.hadlock@randolph.af.mil
AIR FORCE / AIR GUARD	8	NAVY	YN1 Williams: 854-5214 williams.vincent@patrick.af.mil
AIR FORCE RESERVE	2	MARINE CORPS	MGySgt McNeal: 278-9371/9372 mcnealmp@manpower.usmc.mil
NAVY	9		
MARINE CORPS	9		
COAST GUARD	3		
DEOMI (incorporates Army Guard)	5		